

AGREEMENT

Between

THE BOROUGH OF FAIR LAWN

and

THE DEPARTMENT HEAD'S ASSOCIATION
OF THE BOROUGH OF FAIR LAWN

Dated: January 1, 2009 through December 31, 2012

Term: January 1, 2009 through December 31, 2012

All of the terms and conditions set forth in the Agreement between the BOROUGH OF FAIR LAWN and THE DEPARTMENT HEAD'S ASSOCIATION OF FAIR LAWN in its agreement with a term of January 1, 2005 through December 31, 2008 (hereinafter "Agreement"), shall remain in full force and effect unless specifically amended herein.

ARTICLE 3

SALARIES

- A. Each member of the bargaining unit shall receive a 2.9% raise, effective January 1, 2009.
- B. Each member of the bargaining unit shall receive a 3% raise, effective January 1, 2010.
- C. Each member of the bargaining unit shall receive a 3.25% raise, effective January 1, 2011.
- D. Each member of the bargaining unit shall receive a 3.35% raise, effective January 1, 2012.

LONGEVITY

Longevity payments begin on the January following completion of three (3) consecutive years of service.

Each existing employee shall receive longevity pay of 1% for each three (3) years of service and 2% for each five (5) years of service. (Example: Three years 1%, five years 2%, eight years 3%, ten years 4%, etc.) Longevity credit shall be computed for the first full calendar year hired (January through December) and every calendar year thereafter.

The longevity scale for new employees hired on or after January 1, 2009 shall be as follows:

Less than 5 years	0%
5 years, less than 10	\$500
10 years, less than 15	\$750
15 years, less than 20	\$1000
20 years, less than 25	\$1750
25 years or more	\$2000

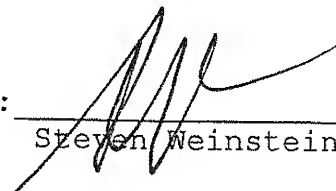
ARTICLE 9

HEALTH BENEFITS

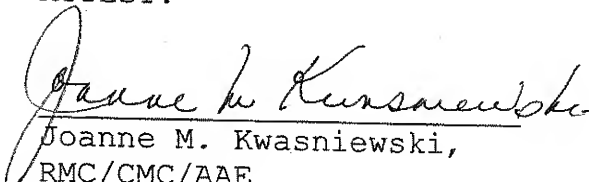
- (C) Department Heads have the ability to buy into the Municipal health plan after retirement at cost plus administrative costs, for those not already covered under previous contracts.

IN WITNESS WHEREOF, the Borough has caused this instrument to be signed by its presiding officers, attested to by the Clerk, and its corporate seal to be hereunto affixed pursuant to a resolution of the Borough passed for that purpose, and the said Employees have duly signed within Agreement on this 3rd day of March, 2009.

THE BOROUGH OF FAIR LAWN,

By: 
Steven Weinstein, Mayor

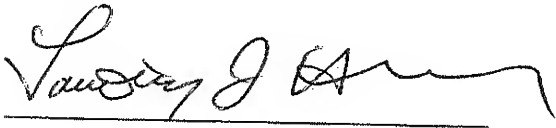
ATTEST:


Joanne M. Kwasniewski,
RMC/CMC/AEE

THE DEPARTMENT HEAD'S
ASSOCIATION OF THE BOROUGH
OF FAIR LAWN

By: 
Kenneth Garrison

WITNESS:



COUNTY OF BERGEN)

Sworn and subscribed to before me,
at Fair Lawn, the date aforesaid.

John W. Kinsman.

Laurance Pettus

COUNTY OF BERGEN)

Marilyn B. Bojanowski

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